

ST PAUL'S & ST GEORGE'S CHURCH

# Strategy 2014–2020

Read this leaflet

Pray about your response to it

Think and talk about it

Pledge to be part of it



# Welcome to the St Paul's and St George's strategic plan: Vision 2020



As Ps and Gs embarks on Vision 2020, our new 5–6 year strategic plan, it's time to look back on the previous five years, take stock of where we are now, and look ahead to the challenging years to come.

This plan is not just about Ps and Gs. The past twenty years has seen a remarkable decline in the number of people attending church in Scotland. In 1995, 15% of the population went to church; in 2013, it was just 5%. The fall has been fast and dramatic. More of the same will simply mean more of the same: more redundant churches, smaller and older congregations with fewer ordained leaders to oversee them.

Across the denominations, people are saying enough is enough. Old divisions about baptism, governance and the work of the Holy Spirit are being put aside as leaders from different churches meet to pray and build

relationships. Ps and Gs is being called to play its part, and this new strategic plan is, rightly, bigger and more outwardly-focussed than our previous five year plans. Vision 2020 is about seeing God change us so we can play our part in changing the wider church, and the nation.

This plan is bigger than Ps and Gs. There will be new partnerships and networks established and developed, with other churches and partner organisations.

It is a huge vision. It is less immediate, more complex and less easy to imagine what it will mean than previous plans. It's hard to know what things will cost and what resources they will need. We are beginning a journey of which none of us can see the end. Humanly speaking, it all seems rather foolish.

That's why we must take discipleship seriously. We need to pray, listen, be bold and generous. We will need to be committed and compassionate, gracious and firm. Thank you for being part of a church that is willing to play its part. This is not business as usual. This is a vision to change Scotland.

Dave Richards, Rector  
January 2014

# Where we've been: the last five years

Here are just some of ways in which St Paul's and St George's has grown in the last five years:

- We doubled our ordained clergy from two to four, which has enabled us to do more, and do it better
- We established a School of Theology, with 150 participants so far
- We've run Parenting, Marriage Preparation and Marriage courses
- We've transitioned from home groups to Connect groups
- We've hosted the Global Leadership Summit for five years, with nearly 1,000 leaders of churches, charities and businesses attending
- We've continued to develop our Alpha courses, with people regularly becoming Christians
- We've developed Youth Alpha with three courses running in autumn 2013 and over 40 attending one at Fettes College
- We've had regularly 24/7 prayer weeks and over 150 people are signed up to our email prayer chain
- We've established a pastoral care team and continued the

development of the counselling service

- Around 450 babies and toddlers attend our daytime Bs and Ts groups, which were recently acclaimed as the 'best toddler group in the city (Edinburgh for the Under Fives)
- Our Sunday children's work serves over 140 children each week (up from 80 in 2009), made possible by 95 volunteers (60 in 2009)
- Our Global Focus income for supported mission partners grew from £49,000 in 2008/9 to £77,000 in 2012/13
- Events and building use has risen from 70 activities per month in 2009 to 100 per month in 2012/13



# Where do we want to be?

In 2013 we did a survey of the St Paul's and St George's congregation to find out what people thought the church did well, and where we needed to improve.

The consensus was that Ps and Gs is particularly strong in children's ministry, biblical teaching, and opportunities to learn about God.

The most urgent things to improve were meeting the needs of the local community, and valuing every individual.

## VISION STATEMENT

These results fed into the work of the strategy team, and emerged as a new vision statement:

We are called to be  
**whole life disciples,  
sharing the whole of the gospel,  
with the whole of society,  
through churches of grace.**

## FOUR STRANDS

From this, the four strands of the new strategic plan were formed:

- **Discipleship:** developing pathways for spiritual formation
- **Social transformation:** establishing a social transformation ministry
- **Theological training:** establishing a theological centre
- **Church planting**

Discipleship underpins the other three strands: everything else stands or falls on this. Without it, Vision 2020 is just an overambitious business plan.

The four strands are explored in more detail in the next two pages.

## CHARACTERISTICS

The strategy team felt God calling St Paul's and St George's to be characterised by:

- Christ-centredness
- relationships
- innovation and risk-taking
- grace
- authenticity and integrity
- generosity

---

If the vision that God gives you isn't intimidating, it's probably too small

---



# How do we get there? The strategic plan

## DISCIPLESHIP

### Develop pathways for spiritual formation

- We want our members to be in Connect groups, or a group appropriate to their age (for children and youth)
- Connect groups will be described by members as releasing, empowering, valuing, discipling, equipping and training members. Connect groups will help grow members' confidence to live as 'whole life disciples'
- A range of courses will equip members of different ages and stages. We will identify a pathway and related courses for each age and stage
- We will develop a mentoring programme
- Each year our programme will include opportunities for people at different stages of life to hear the gospel

## SOCIAL TRANSFORMATION

### Establish a social transformation ministry

- Service, relationships with the vulnerable, and partnership will characterise our Social Transformation ministry
- We will involve the whole congregation by celebrating Social Action work already taking place within our community, and encouraging participation
- We will develop strategic relationships with partner organisations, including Local Focus partners
- We will build relationships with local and national government to become an influential voice
- We will explore different areas of work, including counselling, support for the homeless and hungry, early years activity, pastoral care, foster care and activity with the elderly



# How do we get there? The strategic plan

## THEOLOGICAL TRAINING

### Establish a Theological Centre

- We will engage in dialogue with the diocese, with the leaders of other churches and with education providers to realise our vision for a new Theological Training Centre
- The centre will offer a range of training options including mixed-mode training
- We want to train and equip younger ordinands, mission-minded leaders and worship leaders
- Our Theological Training Centre will help us think through being whole life disciples

## CHURCH PLANTING

- A healthy church is a growing church
- God will grow us as a church community – we will plant because we are growing, but also grow through planting
- We want to reclaim potentially vacant church buildings for God, and explore non-traditional locations as well
- We will strategically appoint our next curate to lead a church plant.
- We will investigate partnerships with other churches to plant or graft new congregations



# What will it cost?

A vision and a strategy need a plan. A plan needs people, time and money. So what is the plan?

In some ways it's almost impossible to say how much it will cost. What price do you put on helping people become Christians, grow as whole-life disciples, train them as church leaders, plant new churches and transform Scotland?

## CHURCH PLANTING

We would love to seed-fund a church graft that we hope Dean will begin this summer in Fife. From 2014 to 2017 we'd like to support them with around £30,000. This will help them stand on their own two feet and become financially independent.

Other church plants will be explored from 2017 onwards.

## THEOLOGICAL TRAINING

This is also quite hard to quantify. The development of the School of Theology into a full Theological Training Centre will require funding from the denominations and churches involved. This will probably involve setting up a separate charity. We may have to seed-fund a Course Principal role and part-time administrative support, which might be around £20,000 a year initially.

## SOCIAL TRANSFORMATION

This will be less expensive in monetary terms – but hugely demanding in terms of hours and commitment. The initiative to provide a meal and community space for people who are homeless on Saturday evenings might cost £5,000 per year. However, it will require a high level of commitment from those serving on the team which will be costly and sacrificial.

Similarly, other possible areas of engagement – foster care, working with the elderly, Bethany's Passing the Baton or Care Van, mentoring, and befriending with Waverley Care – are low in financial cost but high in time and commitment.

## DISCIPLESHIP

This will cost all that we have: time, money, resources, gifts; everything that God has given to us, given back to him.

### Over to you

In order for us to even begin to implement this strategy, we need to challenge each other again. Time and gifts will be much-needed, but we need to contribute financially as well. Please prayerfully consider your financial giving to Ps and Gs.

# What happens next?

## FEEDBACK

We've listened to feedback and we know what things excite people, and what causes concern.

People are excited that the plan is challenging, that it has goals we can't achieve on our own (humanly or as a congregation), that it involves collaboration, that it is outward-facing, that it represents what we stand for, not what we're against, that it's positive and bold, and that it takes us out of our comfort zone and involves personal cost.

People are concerned about sustainability, do we have enough resources, enough volunteers, are we really prepared to sacrifice, are we ready for greater diversity, can we offer the consistency that social care requires, and do we have enough humility?

Many questions involve detail: how will the plan be **implemented**, what will it **cost**, what are the **time frames** and **who** will do what? It's too early to be able to give answers to lots of these questions, but teams will be set up for each strand of the strategy, which will start to plan and schedule, and consider human and financial resources.

## WHAT CAN I DO NOW?

For now, we're asking people to **pledge to be a part of Vision 2020**. Please sign up to be a part of the next five years and beyond at Ps and Gs, with your time, your gifts, and your money.

There's a **Pledge Form** on the next page which you can print out and complete. Hand it in at the Vision 2020 Pledge Day on February 2nd, or send it in to the church office at any time – it's never too late.

St Paul's and St George's Church  
10 Broughton Street, Edinburgh EH1 3RH  
Tel 0131-556 1335 office@pandgchurch.org.uk  
www.pandgchurch.org.uk  
Charity Number: SC005025

